



Pathways Taskforce

May 28, 2015

Agenda

- **I. Welcome and Call to Order**
- **II. Review and Approval of April 23, 2015 Meeting Minutes**
- **III. Career Counseling Progress**
- **IV. Career Pathway Framework and Implementation**
- **V. Priority Sector Resolution**
- **VI. Sector Partnerships Framework and Implementation**

Career Counseling Progress

- Collaboration of DOE, DWD, CHE



The Promise of Building a Pathways System

Every teen with a dream and a plan
Every community with a capable, ready workforce

Hans Meeder
President, NC3T

The National Center for College and Career Transitions (NC3T) facilitates sustainable partnerships among regional K-12 schools systems, postsecondary institutions, employer organizations, with economic and workforce development.

NC3T guides each partnership through the development and implementation of a regional college and career pathways system.

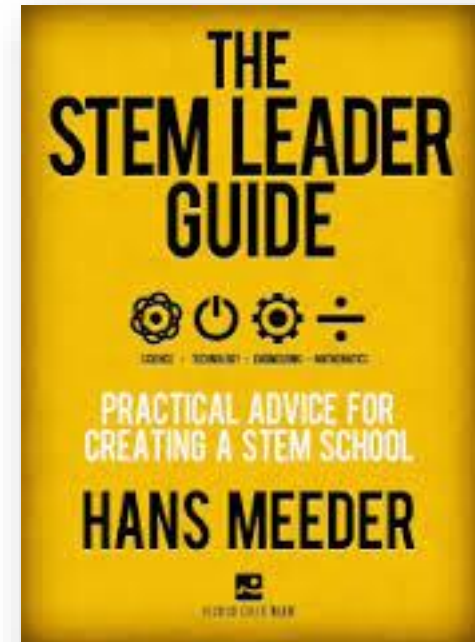
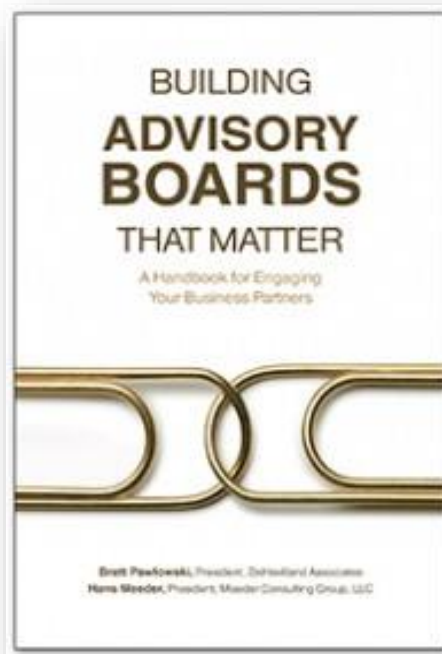
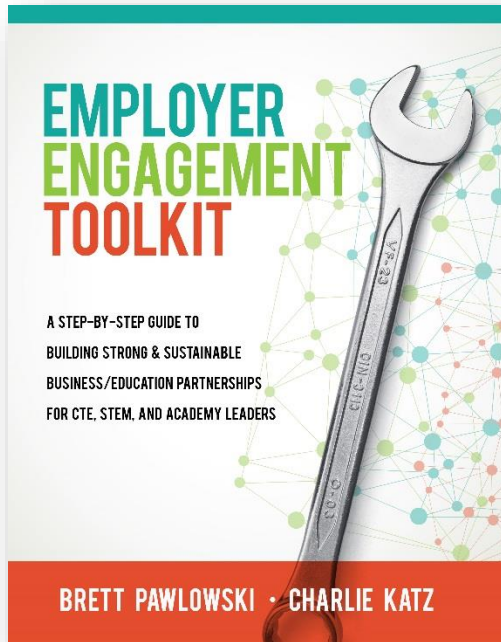
These partnerships work together to prepare youths and young adults for skilled careers and, in doing so, builds a more prosperous community.

About NC3T - Leadership

NC3T is led by **Hans Meeder**, former Deputy Assistant Secretary at the U.S. Department of Education, and a respected national leader conducting research and providing technical assistance on high school redesign, career and technical education, and workforce development.



RECENT PUBLICATIONS



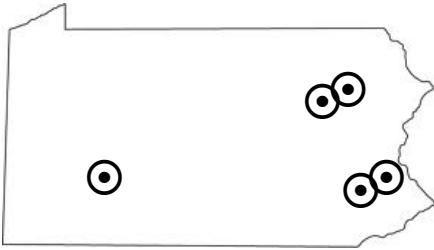
A Pathways Vision

Every Teen with a **Dream and a Plan**



Every Community with a
Capable, Ready Workforce

Pathways Innovation Networks



Pennsylvania PIN

*West Wyoming Valley,
Northeast PA*

Westmoreland County

Lower Bucks County, PA

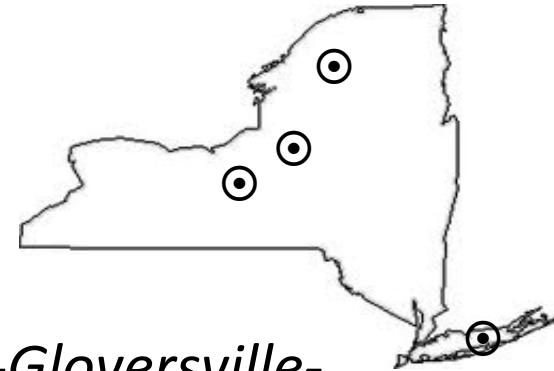
Souderton/North MontCo

Wallenpaupak Area



New York PIN

- *Amsterdam-Gloversville-Johnstown*
- *Long Island, Suffolk County*
- *Long Island, Nassau County*
- *Monroe-Salmon River*
- *Westchester County*



INDIANA PATHWAYS NETWORK, FALL 2015

PROGRAMS
OF STUDY


CAREER
EXPLORATION
& PLANNING



COMPONENTS OF A
COLLEGE & CAREER PATHWAYS SYSTEM

CROSS-SECTOR
PARTNERSHIPS

DYNAMIC TEACHING
& LEARNING



Indiana Pathways Technical Assistance Initial Definitions and Directions

**Supported by Center of Excellence and Leadership of
Learning (CELL) at University of Indianapolis**

**National Center for College and Career Transitions (NC3T)
as technical assistance provider.**



What is a Pathways System?

A Career Pathways System (or initiative) operates at a local/community level to offer a variety of Pathways Programs of Study for youth and adult learners.

The Career Pathways System is developed by a partnership among employers and employer organizations, postsecondary colleges, universities and training providers, career technology centers, primary and secondary schools, workforce and economic development agencies, labor groups and social service providers.

The Career Pathways System has defined expectations, processes, and policies to guide the development and delivery of Pathways Programs of Study, and clarifies the roles and responsibilities of all involved stakeholders.

**Learner-Centered
Program Design**

**Leadership and
Management
Structure**

**Measurement and
Communications**

**Focus on Multiple
Workforce Entry
Goals**

**Indiana Pathways
System Design
Components**

**Alignment to
Workforce Needs
and Opportunities**

**Employer-
Business-Industry
Connections**

**Career
Development and
Exploration**

What is a Program of Study?

An Indiana Career Pathway Program of Study is an **integrated collection of courses, learning experiences and services** intended to **develop students' core academic, career-specific and employability skills**, and provide them with ongoing education and training experiences, so that they can successfully enter and advance in a Career Pathway.

Sample Academies/Institutes/Cluster of Pathways

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graph TD; A[Academy/Institute of Health & Human Services] --- B[Academy/Institute of Advanced Technologies]; A --- C[Academy/Institute of Arts, Communications, Entrepreneurship]; B --- C;
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Academy/Institute
of Health & Human
Services

Academy/Institute
of Advanced
Technologies

Academy/Institute
of Arts,
Communications,
Entrepreneurship

Sample Academies/Institutes/Cluster of Pathways

Academy/Institute
of Health & Human
Services

Pathway
Option 1:
Health Careers
& Health
Occupations

Pathway
Option 2:
Biomedical
science

Pathway
Option 3.
Pathway:
Social/family
/youth
services

Sample Academies/Institutes/Cluster of Pathways

Academy/Institute of Advanced Technologies

Pathway Option
1:
Manufacturing &
Mechatronics

Pathway Option
5:
Construction
Trades &
Technologies

Pathway Option
2:
Communication
& Info.
Technology

Pathway Option
3:
Engineering &
Design

Pathway Option
4:
Automotive &
Diesel
Technologies

Sample Academies/Institutes/Cluster of Pathways

Academy/Institute
of Arts,
Communications,
Entrepreneurship

Pathway Option
1:
Hospitality &
Tourism

Pathway Option
5:
Digital Design
and Video
Production

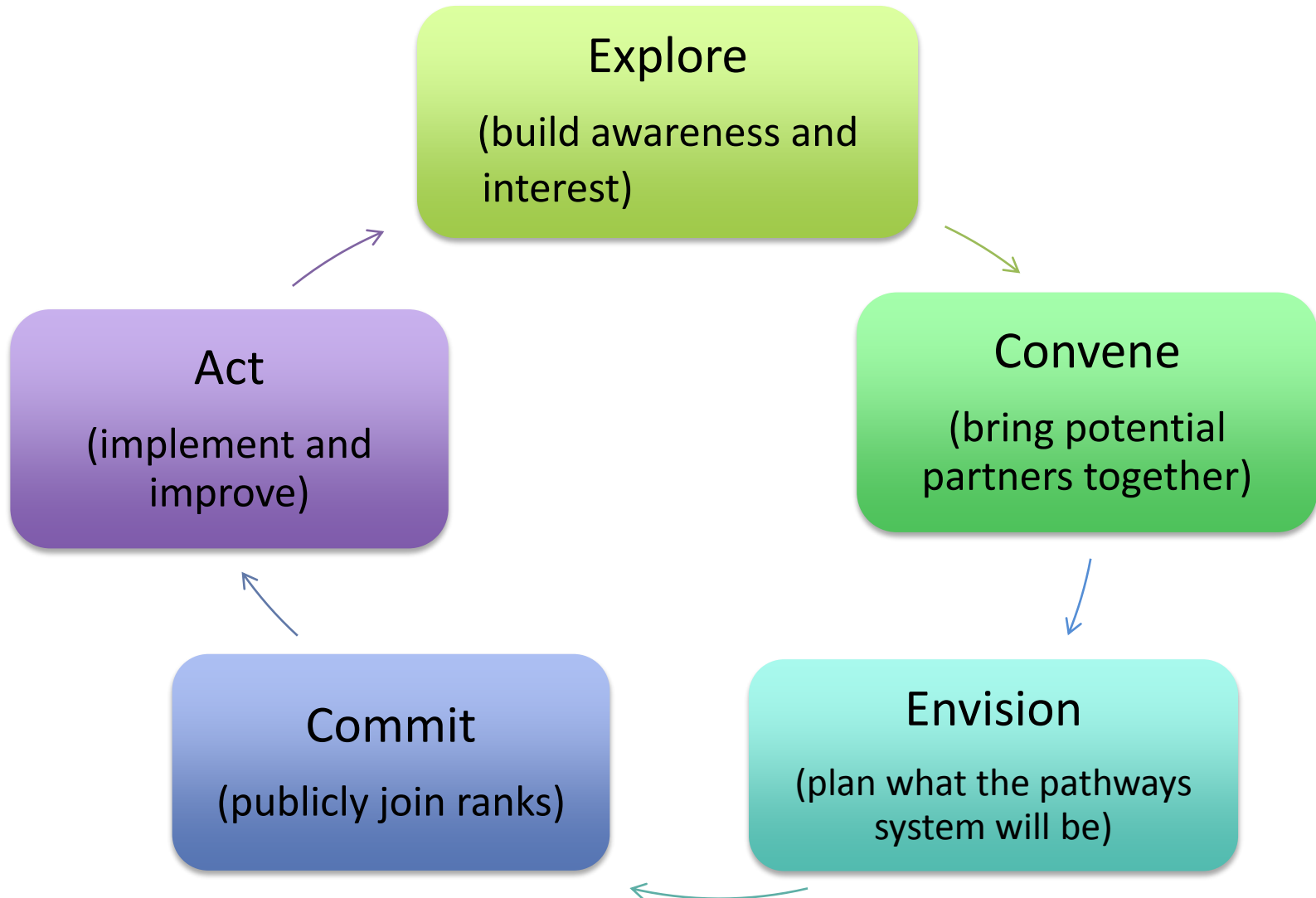
Pathway Option
2:
Sports &
Entertainment
Marketing

Pathway Option
3:
Business, Finance
&
Entrepreneurship

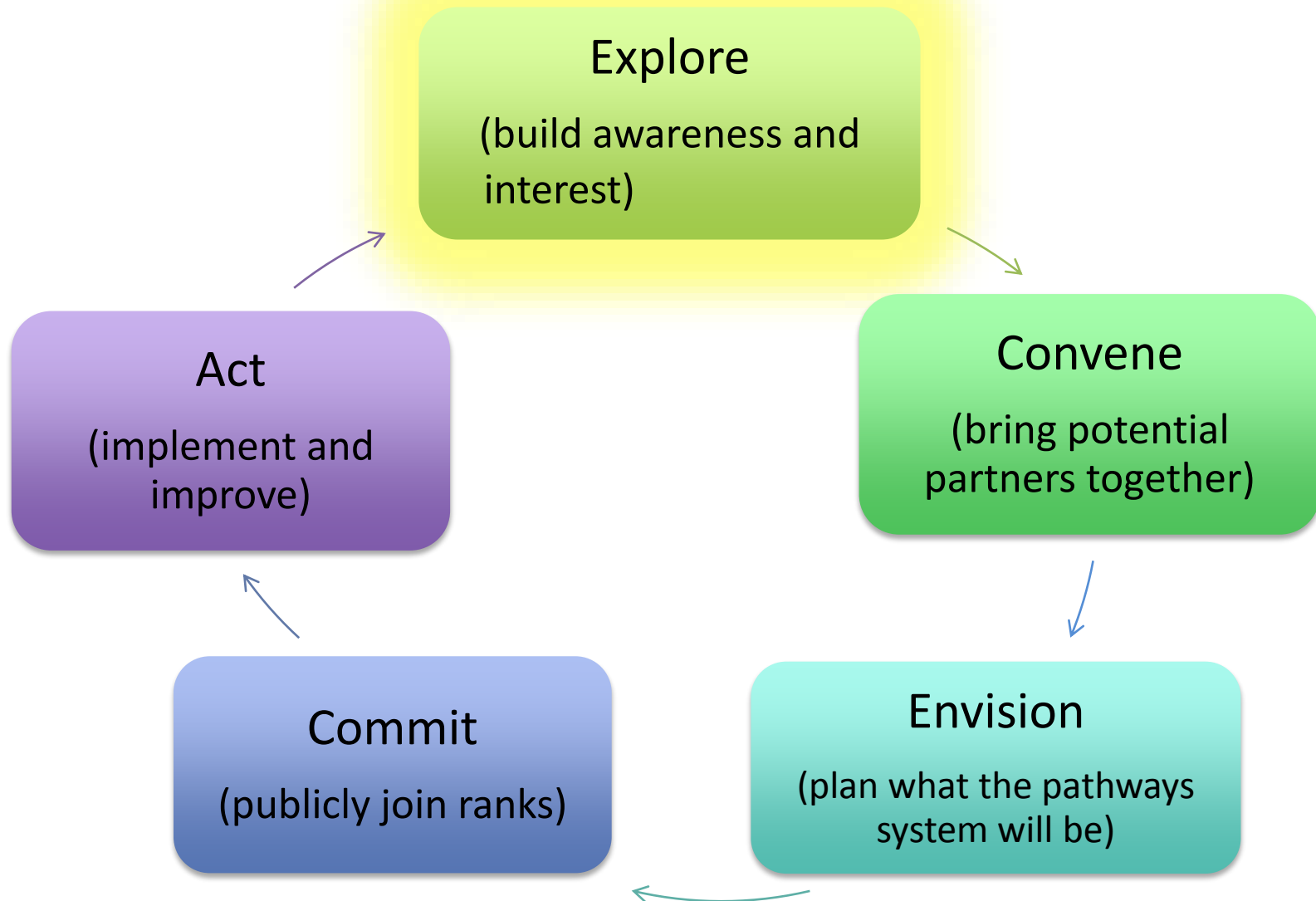
Pathway Option
4:
Careers in
Performing Arts
& Fine Arts

Building the College-Career Pathway System

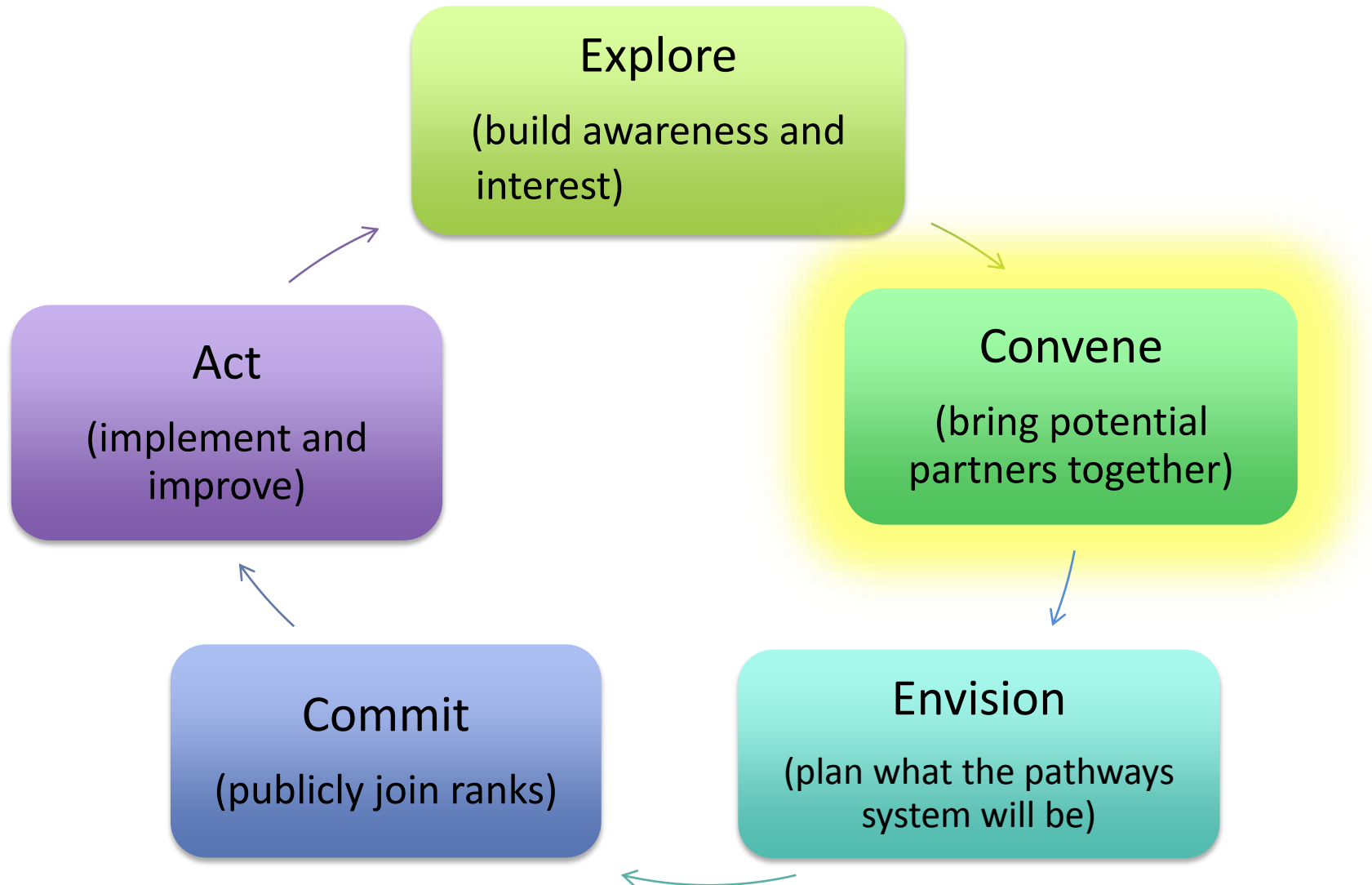
Pathways System Development Cycle



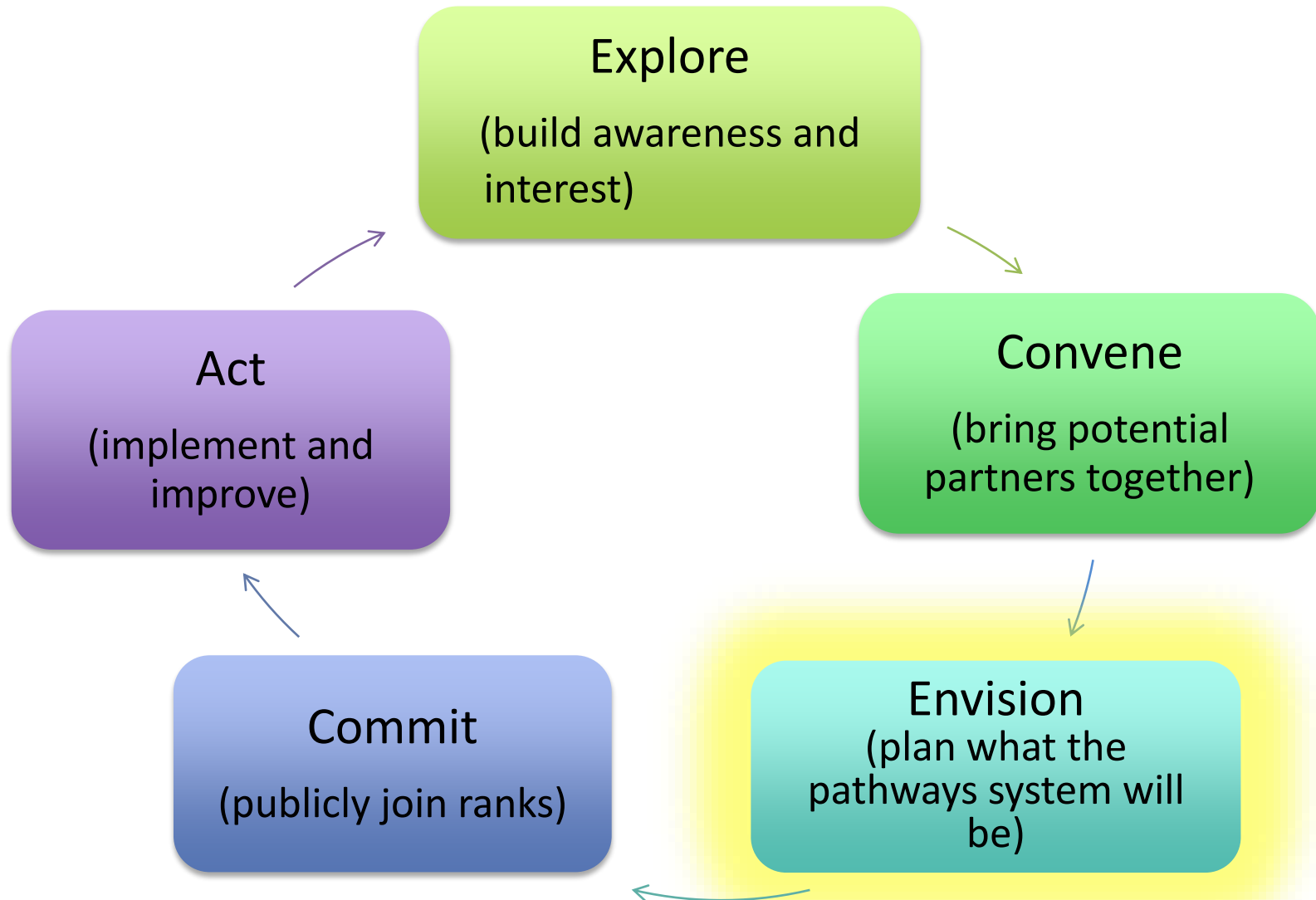
Pathways System Development Cycle



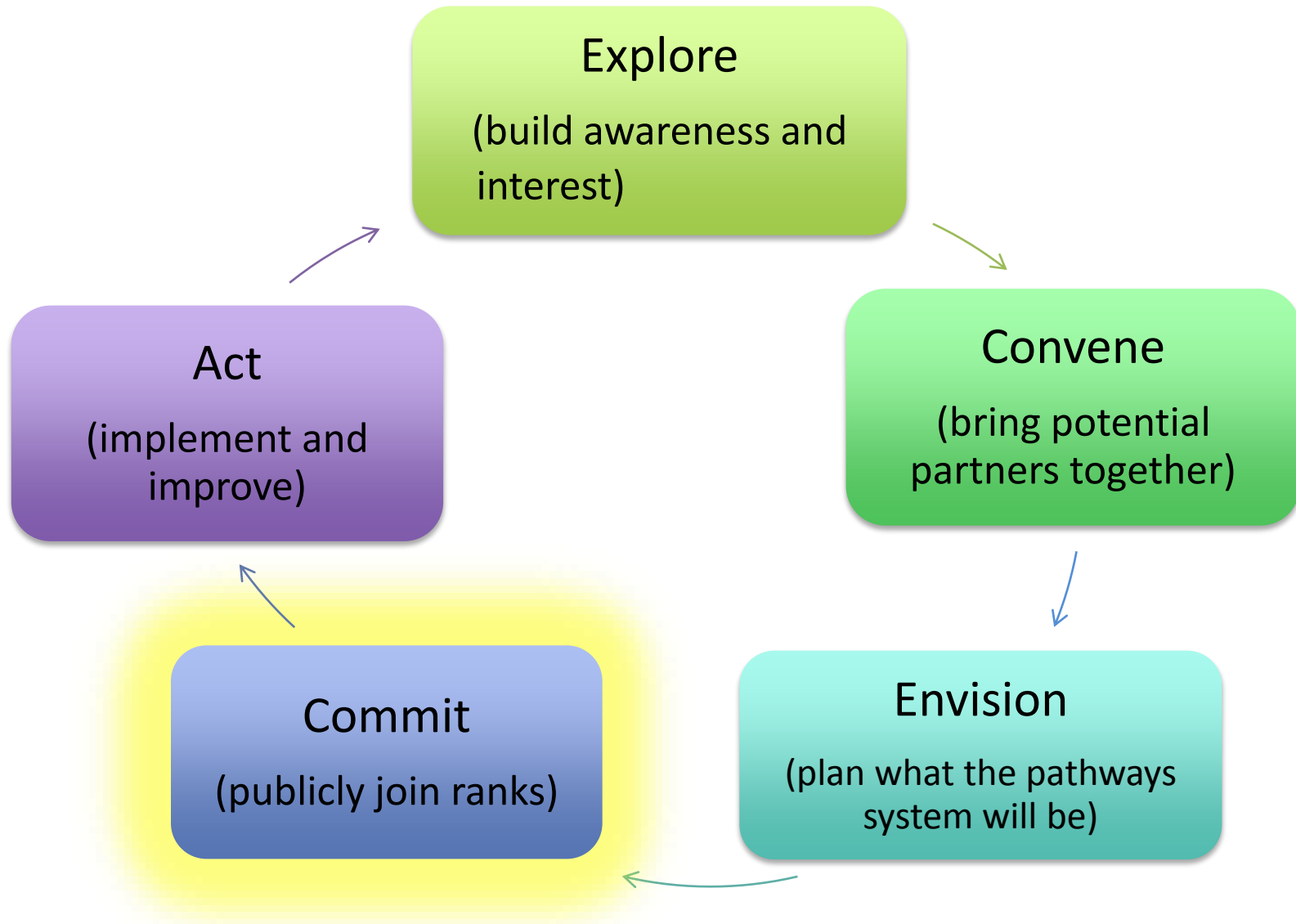
Pathways System Development Cycle



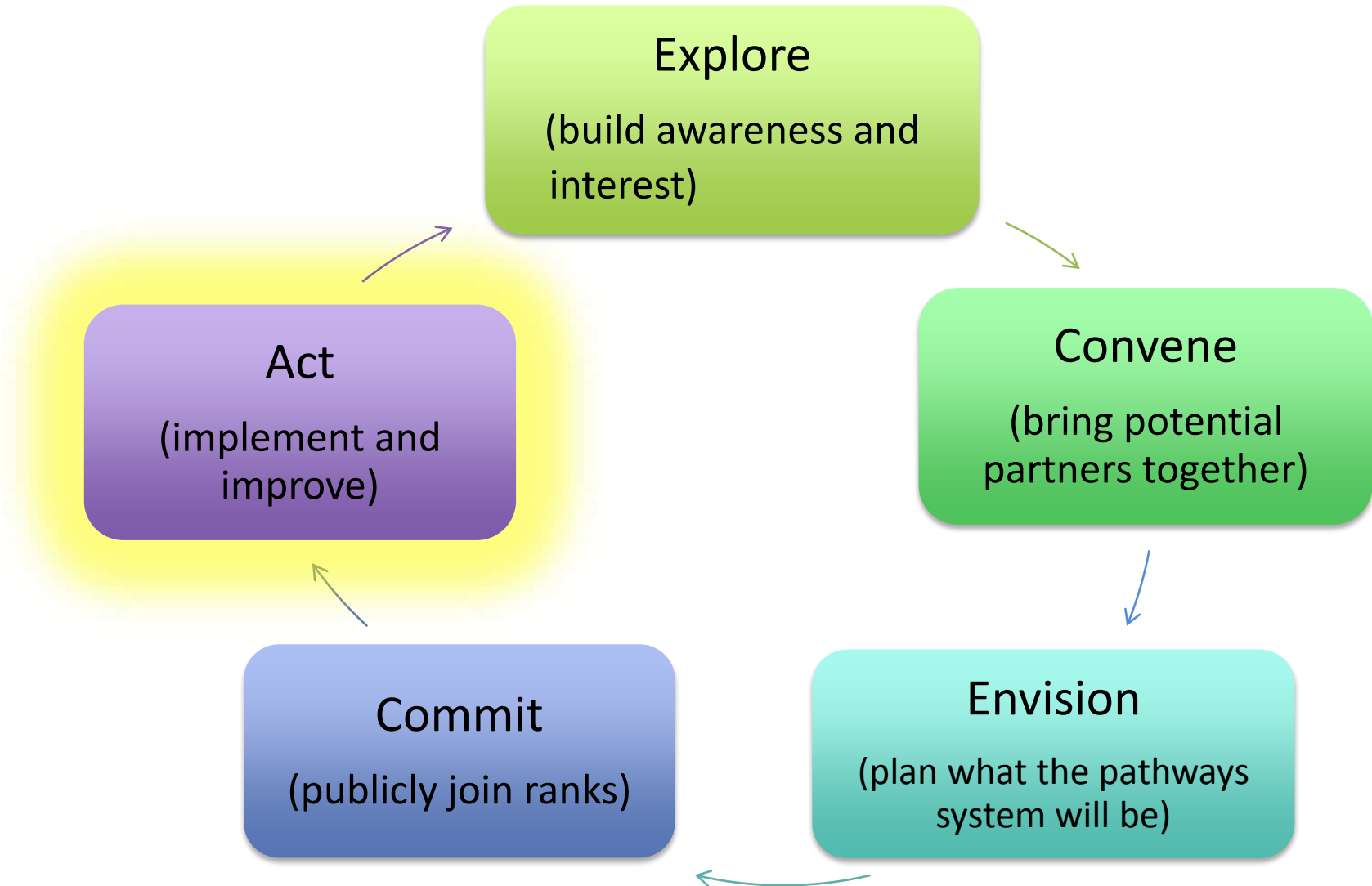
Pathways System Development Cycle



Pathways System Development Cycle



Pathways System Development Cycle



Planning Structure

Coordinating Team

- Facilitates and oversees development of local plan for action.
- Main point of contact for Guiding Coalition, Working Groups, and NC3T.

Guiding Coalition

- Acts in advisory role for developing local plan for action.
- Promotes action plan and pathways initiative in the community.

Planning Teams

- Develop local plan for action
 - Programs of Study
 - Career Exploration and Planning
 - Dynamic Teaching & Learning
 - Cross-Sector Partnerships

Community Plan: College-Career Pathways System



Indiana Pathways Network



Indiana Pathways Network

Pathways System Goal: Assist local Pathways Partnerships to plan and build out a locally customized Pathways System, so that youth and adults make more successful transitions into postsecondary education, training, and skilled careers.

Two-fold Benefits:

- Students are more engaged learners through pathway exploration, building strong Career and Life Skills that lead to personal success in postsecondary education, training and the workforce.
- High-demand Career Pathways are developed, helping to fill critical regional workforce needs, leading to greater employment and community prosperity.

Indiana Pathways Network

Proposed 2015-16. CELL and NC3T

- Identify and document current Pathways Initiatives in Indiana.
- Conduct regional Pathways Workshops explaining key Pathways Development concepts and the project application process.
- Invite Pathways Partnership applications, including:
 - K-12, postsecondary, adult education, workforce system, employers and employer-led organizations.
 - Applicants demonstrate a willingness to build an integrated pathways model, and to make internal changes deemed necessary.

Indiana Pathways Network

- NC3T and CELL provide technical assistance, workshops, and personalized coaching to help each selected team build out a locally customized Pathways System.
- Participants form the Indiana Pathways Network, meet virtually and in person, sharing their decisions, findings, and emerging practices.

Discussion & Questions

- Clarifications?
- Issues to consider?
- Suggestions and Input?
- Concerns?



Thank You!

HANS MEEDER

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Website. www.nc3t.com

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Read our blog.

Engage.Connect.Now

Priority Sector Resolution

- At the March meeting a process for determining priority sectors and occupations was discussed.
- Identification of priority sectors and occupations is articulated as a strategy in the Career Council's Strategic Plan.
- If approved, the resolution will be presented to the Career Council in June.

A Strategy to
ALIGN, ENGAGE & ADVANCE
INDIANA'S WORKFORCE SYSTEM
through the
Indiana Plan & Launch
SECTOR PARTNERSHIP
INITIATIVE


SKILLED WORKFORCE
increased wages • less poverty
new jobs • growing economy

**UNDER-SKILLED
WORKFORCE**






CELL's Support for Regional Partnership Development

- Next Steps
 - Building off the Framework CELL will develop an RFP for Planning Grants, it will be ready to send out across the state by **Late-June.**
 - RFPs will be due into CELL by **August 30, 2015**
 - Selection will be made by **September 30, 2015**
- 




Planning Grants

- 5 regions can be supported with the funding CELL has available.
 - Each awardee will be eligible for \$20,000.
 - There will be some sort of match, we haven't decided exactly.
 - TA Provider will be hired by CELL to assist all regions.
- 



Activities

Planning Grants will be awarded for:

- the creation of a plan to close the gaps, a plan that:
 - identifies skill standards and industry-based certifications,
 - develops curriculum,
 - establishes a career pathway for adults and a K-12 to postsecondary pipeline
 - includes a plan for marketing and workforce recruitment,
 - any other activities that assist in preparing or supplying workers for the sector;
 - Convener /Partnership Staffing Capacity.
- 



Reporting

- **Planning Grants should report on:**
 - the extent to which the partnership has engaged required members,
 - the extent to which the partnership has achieved system alignment,
 - the amount of leveraged funds from sources,
 - number of employer members of the partnership.

The final deliverables for a planning grant are the detailed implementation, evaluation, and sustainability plans as developed through the planning process.





Essentials of the Framework


- **Definitions and Key Partners**
- **Current Priority Sectors**
 - Advanced manufacturing
 - Agriculture
 - Health Sciences
 - Information Technology
 - Transportation, Distribution and Logistics
 - Advanced Industries





Essentials of the Framework

- **Core Principles**

- The sector initiatives will be regionally designed and demand-driven.
 - The State will support sector initiatives through policy and funding.
 - State agencies will be committed to re-allocating existing resources to support sector initiatives.
 - The State will provide opportunities for information sharing across regions.
- 



Essentials of the Framework

- **Administration**

- The Indiana Career Council provides oversight at the state level for the cross agency coordination and the state roles as laid out in the framework.
- The Department of Workforce Development oversees the grant-making to regions based on the priorities and guidelines laid out in the framework.





Next Steps for the Taskforce

- Adopt the framework
- Present to the Indiana Career Council





Next Steps for the Taskforce

QUESTIONS???

